

**STATE HUMAN RELATIONS COMMISSION
EXECUTIVE COMMITTEE MEETING MINUTES
DOVER, DELAWARE**

THURSDAY, August 11, 2016

The August monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, Conference Room A, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4th Floor Arts Conference Room, Wilmington, Delaware.

Attendance:

Commission Members Present: Chairperson Calvin Christopher, Commissioners Chok-Fun Chui, Doug James, Gail Launay-Tarlecki, Nancy Maihoff and Robert Watson Jr.

Commission Members not present: Commissioners Mashoor Awad (excused), Jamaal Bivens, (excused) Diaz Bonville (excused), Erica Caesar (excused), Bernice Edwards (excused), Stephen Elkins (excused), Earnest Gulab (excused), J. Michael Harpe (excused), Rose Mary Hendrix(excused), Prameela Kaza (excused), Janet Maull-Martin (excused), Lorenzo Murdaugh (excused), Olga Ramirez (excused), Walter Smith Jr. (excused), Roy Sudler Jr. (excused) and Rosemarie Williams (excused).

Staff from Division of Human Relations Office: Romona Fullman, and Kelly Fox.

Members of the public present: Kerri Harris

I Call to Order

The meeting was called to order by Chair Christopher at 7:14 p.m., followed by a period of silent meditation.

II Approval of Minutes

Approval for the June SHRC meeting will be submitted in September when the Full Commission is convened.

III Members of the Public Present

No expressions.

IV Chair's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
July meeting was cancelled due lack of a quorum.			
Commission Vacancies – Chair Christopher reported that the Commission currently has a few vacancies. Chair Christopher will follow up with the Governor’s Boards and Commissions Office on recommendations that were made. He requested the CRC provide updates on potential Commissioners.	Follow up with the Governor’s Boards and Commissions Office on recommendations that were made.	Chair Christopher	Undefined
	Provide updates on potential Commissioners	CRC Committee	Undefined
<p>Committee Assignments – Chair Christopher reported that Commissioner Dixon’s resignation left a vacancy on the GCEEO.</p> <p>One of the responsibilities of the GCEEO is to conduct reviews of state agencies’ employment practices. As a result of recommendations made by the Interdenominational Ministers Action Council of Delaware (IMAC) a consultant is being hired by the Governor’s office to review personnel and disciplinary practices within the state of Delaware, including state government. The GCEEO will be reviewing the recommendations of the consultant that is to be hired. Chair Christopher reported that he participated in a meeting that included the Governor, Drew Fennell and James Collins, on this matter, a comment was made that as part of this review the role of the Human Relations Commission will be looked at.</p>	Provide updates on consultants recommendations	GCEEO	Ongoing
Joint Sunset Committee Review – Chair Christopher reported that the Human Relations Commission is currently in the process of being reviewed by the Joint			

<p>Sunset Review Committee. The purpose of the Sunset Review is to determine if the Commission is doing what they have been Commissioned to do. Chair Christopher expressed that he felt some of the recommendations made by the consultant hired by the Governor's Office will be reflected in the review conducted by the Sunset Review Committee.</p> <p>Chair Christopher expressed that Director Fullman recently distributed a set of questions to the Commissioners for response. He expressed this type of input is critical as the Commission goes through the Sunset Review. Currently only three or four responses have been received. The responses received have been disappointing and not what he was looking for. This is the kind of information we need to demonstrate the seriousness of the work of the Human Relations Commission. This information also demonstrates what the Commission plans to do going forward.</p>	Provide responses for information requested.	All Commissioners	Ongoing
<p>Sub-Committee Updates – Chair Christopher advised that the Sub-Committees have been requested to submit strategic initiatives.</p> <p>Commissioner Maihoff suggested that in addition to the response to questions that Director Fullman requested, Committee Chairs should submit a Committee report of their activities in the last 12 months. Director Fullman concurred. This would be helpful in the Sunset Review and with the transition document being prepared for the next Governor.</p>	<p>Provide updates on Sub-Committee strategic initiatives</p> <p>Prepare Committee Report for their activities in the last 12 months</p>	<p>Sub-Committee Chairs</p> <p>Sub-Committee Chairs</p>	<p>Ongoing</p> <p>By the next Commission meeting.</p>
Delaware Racial Justice Collaborative – A group of likeminded civil rights and social justice agencies that the Human Relations Commission is a member of.			

<p>The group and met with the Governor and the Governor's staff. The purpose of this entity is to bring entities involved in civil rights together under one umbrella to eliminate racism in the state of Delaware. Chair Christopher expressed this group is more focused on this issue than the Commission because their sole focus is to eliminate racism in Delaware. Recently this group met with Rep. John Carney. In this meeting it was expressed that there already is a Human Relations Commission that is doing much of this. The response Chair Christopher would like to provide is yes we are. However he needs more documentation and input from the Sub-Committees to support that response.</p>			
<p>International Association of Official Human Rights Agencies (IAOHRA) – Chair Christopher and Director Fullman returned today from the IAOHRA conference in Philadelphia. Focus of the conference focused on the LGBTQ agenda. Chair Christopher expressed the conference had a significant impact on him. A more formal report to come.</p>	<p>Prepare a more formal report on the IAOHRA Conference</p>	<p>Chair Christopher</p>	<p>Undefined</p>

V Director's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
<p>Director's report to be sent electronically.</p>	<p>Director's report to be sent electronically.</p>	<p>Director Fullman</p>	<p>Undefined</p>
<p>Joint Sunset Review Committee – The orientation for entities going through Sunset Review in 2017 is scheduled for Tuesday, September 13th at 10:00 a.m. in the Joint Finance Committee Hearing Room (on the ground floor) in Legislative Hall. The meeting is a public meeting. All Commissioners are encouraged to</p>	<p>Attend orientation session</p>	<p>All available Commissioners</p>	<p>9/13/16 10:00 a.m.</p>

attend. A questionnaire has been prepared by the Sunset Committee to be completed by the Division. The questionnaire is due on October 15 th . The questionnaire will be presented when the first hearing is scheduled.			
Director Fullman thanked Commissioners Maihoff and Chui for staffing a table at the Pride Festival this past Saturday in Dover. Commissioner Maihoff indicated no complaints of discrimination were received at the Festival. Director Fullman thanked Commissioner Williams for staffing a table at the Wyoming Peach Festival this past Saturday. This upcoming Saturday there will be an information table at the AFRAM Festival in Seaford.			
Volunteer Attorney General – Barbara Gadbois has returned to the Division as of July 18th. With the support and leadership from DAG Supervisor Stacey Stewart, Barbara Gadbois has been sworn in as a Volunteer DAG assigned to the Division exclusively. DAGs Paige Schmittinger and Zoe Plerhoples represent the Commission.			
Director Fullman expressed she has not received any responses to the information she forwarded in relation to incidents that have happened in the Community. One of the forwarded articles was concerning a New Castle City Councilman who has been censured by the city government for "vulgar and racially charged	Return Rev. Aaron Moore's call	Director Fullman	Undefined

language" used in an interaction with a constituent. Director Fullman advised she was contacted by Rev. Aaron Moore to inquire what the Commissions role is in the matter. Director Fullman will be returning his call. She also expressed the Commission needs to find their places in this work.			
Films and Discussion – Director Fullman indicated we are entering the season that will focus on voting rights. The next film will be at the Georgetown Library featuring Freedom Summer.			
Voter Registration – Some Commissioners have been trained to register people to vote. Training opportunities still available.			
International Association of Official Human Rights Agencies (IAOHRA) – Director Fullman expressed how impactful the conference was.			
<p>Miscellaneous – Commissioner Watson suggested the Commission look to create a better dialog between the Police and the community. Director Fullman expressed that she is on the Police Advisory Council and that is something that could be done next week. Director Fullman expressed actions like this should happen statewide; Committees can bring initiatives to the Commission.</p> <p>Commissioner Launay-Tarlecki expressed difficulties of Commissioners ability to attend a Film and Discussion on a Wednesday evening and attending a Commission meeting the next day when they have a day job. She also stated there are difficulties in connecting communities in Sussex County due to how spread out the population is. It is difficult for</p>			

<p>residents in Seaford to participate in an event in Rehoboth and vice versa. She would like to get the face of a broad Commission out there more in Sussex County. Director Fullman inquired as to how we can fulfill her vision. Commissioner Launay-Tarlecki stated it would be nice to have a Commission meeting downstate. She suggested an event other than a movie night would be beneficial; such as a Town Hall meeting. She also stated materials used to be provided to her to take to different events/meetings she attends. Director Fullman advised materials are available through the Division office.</p> <p>Commissioner Maihoff inquired if there will be a table at the Powwow in Georgetown. Director Fullman advised the Division will check availability.</p> <p>Commissioners have been requested to provide opportunities of events the Commission can become involved in. Director Fullman advised she has not received suggestions. The Division can look into sponsor tables and providing resources for Commissioners at events.</p> <p>Commissioner Maihoff suggested Chair Christopher make a request of Commissioner Elkins to write an article about the Human Relations Commission and publish it in <i>Letters From Camp Rehoboth</i>. Director Fullman indicated she would contact Commissioner Elkins.</p>	<p>Check availability or sponsoring a table at the Powwow.</p> <p>Commissioners contact the Division with event opportunities and materials needed.</p> <p>Contact Commissioner Elkins regarding an article being published in <i>Letters From Camp Rehoboth</i>.</p>	<p>Director Fullman</p> <p>All Commissioners</p> <p>Director Fullman</p>	<p>Unspecified</p> <p>Ongoing</p> <p>Unspecified</p>
--	---	--	--

VI Committee Reports

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Public Awareness Committee (PAW) –			

<p>Commissioner James has left a message for to get on the schedule for Comcast Newsmakers in September.</p> <p>Commissioner James has also spoken to with Ruth Baker of LA public Access television to broadcast Comcast Newsmaker segments.</p> <p>Additionally Commissioner James recommended the Commission make plan to recognize January as Human Relations Awareness Month such as a Governor's Proclamation signing event. Chair Christopher requested the Public Awareness Committee bring a recommendation to the full Commission to take to the Governor. Once a strategy is formulated by the Public Awareness Committee the Division staff is available to assist.</p>	<p>Bring a recommendation/strategy of actions/event to be taken to the Governor in request for a Proclamation in January.</p>	<p>Public Awareness Committee</p>	<p>Next Commission meeting</p>
<p><u>Legislative Committee (LEG)</u> – No report.</p>			
<p><u>Community Response Committee (CRC)</u> – Commissioner Maihoff reported she has reviewed the roster and has made recommendations to the Governor's office on potential Commissioners. Commissioner Maihoff indicated the assignment of Commissioners is not in line with the statute. Should be 7 from each county and 7 at large. She has recommended realigning the assignment. She will send an email to Chair Christopher with her recommendations; Kelly Brown will be copied on the email.</p> <p>Commissioner Maihoff indicated there are currently 5 vacancies on the Commission.</p>	<p>Email Chair Christopher on Commissioner county realignment. Copy Kelly Brown on email.</p>	<p>Commissioner Maihoff</p>	<p>Undefined</p>
<p><u>Governor's Council on Equal Employment Opportunity</u></p>			

<p><u>Committee (GCEEO)</u> – Commissioner Launay-Tarlecki requested the order of Committee Reports be shuffled.</p> <p>Commissioner Launay-Tarlecki indicated there is a vacancy on the GCEEO at this time. She recommended Commission Sudler be considered for appointment to the Council. Chair Christopher will contact Commissioner Launay-Tarlecki to discuss the vacancy.</p> <p>The Council met on August 3rd. They are getting ready to do the FY 2016 reviews. They are proposing doing their agency reviews will be done in October and November as opposed to November and December. Criminal Justice Council, Department of Agriculture, Delaware Economic Development Office, State Police and Department of Safety and Homeland Security Department.</p> <p>The Council is also working on transition documents for the upcoming change in Governor's.</p> <p>The surveys received at the Governor's Summit showed a high level of satisfaction.</p> <p>IMAC/Faith in Action has shown a vote of no confidence in the current Governor. It is believed that this is a result of a request that was made for seeking permission to attend the Governor's Summit on State Employment. This request was declined as this is a training session for state HR and Affirmative Action personnel. This is not a public event. They also requested a consultant be hired to choose the consultant that would be hired by the state to review personnel practices. That request was also declined. Director Fullman indicated the proposed time of</p>	<p>Contact Commissioner Launay-Tarlecki regarding GCEEO vacancy.</p>	<p>Chair Christopher</p>	<p>Undefined.</p>
---	--	--------------------------	-------------------

<p>hiring the consultant is this month with reports in December.</p> <p>Chair Christopher inquired if there has been a conversation concerning an independent Office of Civil Rights being created. Commissioner Launay-Tarlecki stated not to her knowledge.</p> <p>Next meeting is scheduled 9/7/16.</p>			
--	--	--	--

VII Old Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<p>Commissioner Chui shared that former Commissioner Jaimie Wolfe joined herself and Commissioner Maihoff at the Pride Festival display for a couple of hours. Commissioner Chui indicated that she felt it would be a good thing if she rejoined the Commission.</p> <p>Commissioner Chui inquired if voter registration be included when Commissioners set-up community exhibits. Chair Christopher and Director Fullman responded that she could.</p> <p>Commissioner Chui read an article in the <i>NY Times</i> concerning the rollback of capital punishment in Delaware. She will forward that article to Kelly Brown to share with all Commissioners.</p> <p>Commissioner Chui inquired about what can be done in relation to Commissioners who do not take an active role in Commission Activities. Chair Christopher responded by not recommending inactive</p>	<p>Email <i>NY Times</i> article to Kelly Brown to share with all Commissioners</p>	Commissioner Chui	Undefined

Commissioners for reappointment. Commissioner James recommended making suggestions to the Governor's office to make the process of voting easier for individuals. Chair Christopher feels the problem stems from lack of voter registration. Commissioners can take an active role in voter registration. He also advised the Governor recently signed legislation allowing voting rights being returned to some individuals who have felonies.			
--	--	--	--

VIII New Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Chair Christopher and Director Fullman will have a conversation concerning the start time of Commission Meetings and hearings going forward. Looking at what the best thing for the Commission and the public we serve. Chair Christopher shared a quote he took away from the IAOHRA conference... "Any laws without enforcement is just nothing more than good advice."			

IX Good News

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>

XI Meeting Adjourned

The Commission meeting was adjourned at approximately 9:12 p.m.by Chair Christopher.